

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLEMAN PAY EQUITY AGREEMENT FOR BARGAINING UNIT 18**

**Exclusive Employee Representative  
California Association of Psychiatric Technicians**

**July 2007**

**Number of Employees:** Affects approximately 5,082 full-time equivalents

**Summary**

This agreement is in response to re-opener language in the Bargaining Unit 18 Memorandum of Understanding, Article 4.15, Pilot Recruitment and Retention Differential, as well as the significantly increasing vacancy rates of Psychiatric Technicians at the Department of Mental Health (DMH), the Department of Developmental Services (DDS) and the Department of Veterans Affairs (DVA) due to the Coleman Decision, a decision which mandated significant salary increases for the California Department of Corrections and Rehabilitation (CDCR). By order dated June 28, 2007, Judge Karlton ordered the DMH to provide the same salary schedule for its Psychiatric Technician classifications providing level of care to Coleman class clients as provided to the CDCR Psychiatric Technician classifications less five percent (5%)<sup>1</sup>. Because DDS and DVA draw from the same labor supply, it is necessary to provide the same salary schedule in order to prevent significant movement from these departments to DMH.

This agreement also modifies Article 7, Benefits, Section 7.17, Education and Training, of the Bargaining Unit 18 2006-2008 Memorandum of Understanding to provide funding of 20/20 Programs within the DMH and the DVA.

This agreement provides to the Psychiatric Technicians classifications the following:

**I. Compensation**

- Effective April 1, 2007, CDCR Coleman salary less 5% for licensed Psychiatric Technicians and Senior Psychiatric Technicians at DDS, DMH and DVA.
- Effective July 1, 2007, a 2.5% General Salary Increase for all BU 18 classifications remain in place, including affected classifications.
- The July 1, 2007, 5% Equity Adjustment for Licensed classes shall be waived with the exception of Licensed Psychiatric Technician Instructor (Class Code 8226)
- Recruitment and Retention Differentials for the classification of Psychiatric Technician Instructor and nonlicensed classifications at Agnews Developmental Center shall remain in effect. Recruitment and Retention Differentials for the classification of Psychiatric Technician Instructor, except at Agnews Developmental Center, would be subject to PERS contributions by the employee and the State.

**II. Training**

- Six million dollars shall be designated for funding of 20/20 Programs within the DMH and DDS beginning with the 07/08 Fiscal Year.

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<sup>1</sup> Ralph Coleman, et al., v. Arnold Schwarzenegger, et al., No. CIV S-90-0520 LKK JFM P, U.S. District Court for the Eastern District of California

- Five hundred thousand dollars of the six million dollars shall be utilized specifically for a preparatory segment to ensure that candidates are ready to pass the Board of Vocational Nursing and Psychiatric Technician (BVNPT) licensing examination.